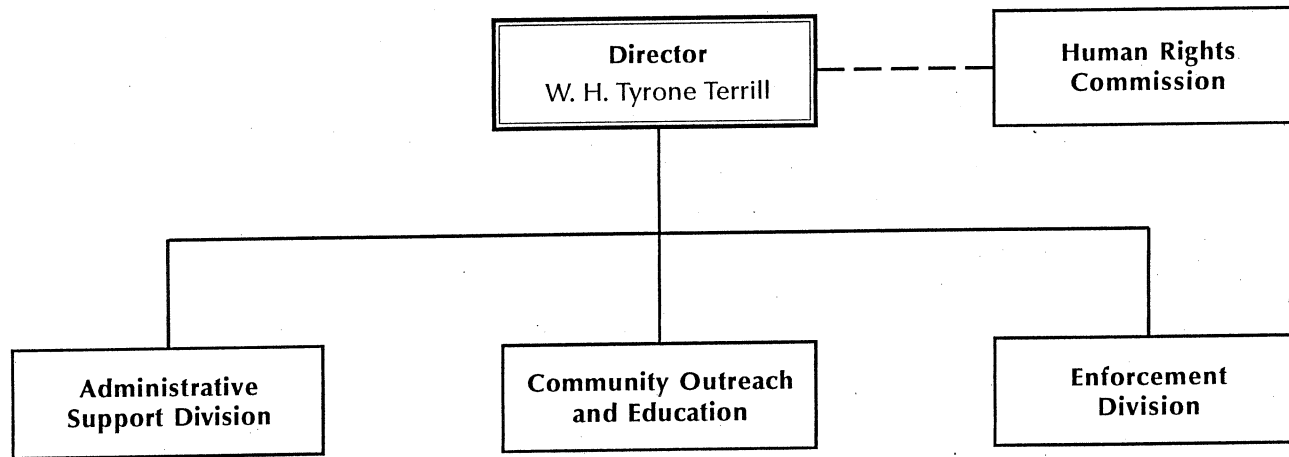


Human Rights

Mission Statement

To prevent and eliminate discrimination by: enforcing the provisions of Chapter 183 of the Saint Paul Legislative Code (Human Rights Ordinance) and its rules governing affirmative requirements in employment; providing educational and training opportunities that enable recipients to create equitable living and working environments; and facilitating collaborations with and between individuals, agencies, and organizations to maximize community resources toward prevention and elimination of prejudice, racism and discrimination.

Human Rights



Strategic Plan Accomplishments and 2003 Priorities

Major Accomplishments

- Fair Housing Project - Conducted five pair-testing scenarios from housing complaints; surveyed and monitored Saint Paul rental listings for fair housing compliance in renting and Section 8.
- Peace community gathering countering the KKK rally at the Capital at Central High School. Approximately 300-500 community members attended.
- In partnership with the Saint Paul Council of Churches, hosted a Hate/Bias Train-the-Trainer workshop at House of Hope Presbyterian Church.
- In partnership with Martin Luther King/Hally Q. Brown Community Center, hosted a Hate/Bias Train-the-Trainer workshop.
- In partnership with former Mayor Coleman and Chief W. Finney, established a 24-hour hot line for reporting hate-bias crimes and providing resource information to victims of hate crimes.
- Facilitated five public hearings within various city wards on issues of racial profiling.
- Created three outreach partnerships with various Saint Paul Somali and Muslim communities.

2003 Priorities

- Fair Housing Project - Pair-testing, surveying and monitoring of banks and lending institutions on best practices and fair lending practices; Pair-testing, surveying and monitoring of problem rental properties; Outreach and education.
- Hate-Bias Incident Response Team Network - Stop Hate! Preventive education and outreach
- Hate-Bias Incident Response Team Network - Stop Hate! Collaborative partnerships for on-site intakes at respective community based organizations

Human Rights

DEPARTMENT/OFFICE DIRECTOR: TYRONE TERRILL

	2000 2ND PRIOR EXP & ENC *	2001 LAST YEAR EXP & ENC *	2002 ADOPTED BUDGET	2003 MAYOR'S PROPOSED	2003 COUNCIL ADOPTED	ADOPTED MAYOR'S PROPOSED	CHANGE FROM 2002 ADOPTED
<u>SPENDING APPROPRIATIONS</u>							
001 GENERAL FUND	724,458	838,384	912,186	791,360	782,610	8,750-	129,576-
050 SPECIAL PROJECTS:GEN GOV ACCTS FU	56,716	68,388	70,922	74,059	47,809	26,250-	23,113-
TOTAL SPENDING BY UNIT	781,174	906,772	983,108	865,419	830,419	35,000-	152,689-
=====							
<u>SPENDING BY MAJOR OBJECT</u>							
SALARIES	519,232	597,357	636,048	568,164	568,164		67,884-
EMPLOYER FRINGE BENEFITS	158,517	176,997	193,669	178,574	178,574		15,095-
SERVICES	87,066	112,544	142,975	109,781	74,781	35,000-	68,194-
MATERIALS AND SUPPLIES	7,425	13,552	8,916	7,400	7,400		1,516-
MISC TRANSFER CONTINGENCY ETC	8,934	1,044	1,500	1,500	1,500		
DEBT							
STREET SEWER BRIDGE ETC IMPROVEMENT							
EQUIPMENT LAND AND BUILDINGS		5,278					
TOTAL SPENDING BY OBJECT	781,174	906,772	983,108	865,419	830,419	35,000-	152,689-
=====							
		16.1 %	8.4 %	12.0-%	4.0-%	4.0-%	15.5-%
<u>FINANCING BY MAJOR OBJECT</u>							
GENERAL FUND	724,458	838,384	912,186	791,360	782,610	8,750-	129,576-
SPECIAL FUNDS							
TAXES							
LICENSES AND PERMITS							
INTERGOVERNMENTAL REVENUE	36,000	39,000	30,000	31,200	31,200		1,200
FEES, SALES AND SERVICES	473						
ENTERPRISE AND UTILITY REVENUE							
MISCELLANEOUS REVENUE		5,000					
TRANSFERS	35,000	27,000	27,000	26,250		26,250-	27,000-
FUND BALANCES			13,922	16,609	16,609		2,687
TOTAL FINANCING BY OBJECT	795,931	909,384	983,108	865,419	830,419	35,000-	152,689-
=====							
		14.3 %	8.1 %	12.0-%	4.0-%	4.0-%	15.5-%

Budget Explanation

Major Changes in Spending and Financing

Creating the 2003 Budget Base

The 2002 adopted budget was adjusted to set the base for the year 2003. Salary and fringe benefits were increased for the anticipated growth due to the bargaining process. A spending cap was imposed on the department's adjusted general fund budget to limit the growth of government spending and to avoid an increase to the city's property tax.

There were no major changes in financing. Major spending changes were:

- Transferring the .5 FTE Vendor Outreach Program staff to Technology and Management Services-Contracts and Analysis Services
- Eliminating the Deputy Director position

The mayor mandated both changes in July 2002.

Department Proposals

The department did not make any above-base requests for its general fund appropriation.

Mayor's Recommendations

The mayor recommends accepting the department's submitted budget.

Council Actions

The city council adopted the Human Rights budget with one change. The council transferred a \$35,000 contract with a non-profit organization (\$8,750 in general fund spending and \$26,250 in special fund spending) to the Citizen Opportunity Participation Program budget as part of an effort to consolidate funding for various non-profit organizations.

Miscellaneous

Complaint Investigation/Enforcement

It is public policy of the city, as established in Chapter 183 of the Legislative Code, to foster equal opportunity for all to obtain employment, education, real property, public accommodations, public services, contract and franchise without regard to their race, creed, religion, sex, sexual or affectional orientation, color, national origin, ancestry, familial status, age, disability, marital status or status with regard to public assistance, and strictly in accord with their individual merits as human beings. The department receives and investigates complaints from citizens who believe they have been discriminated against or treated in a manner that violates public policy.

During 2001 the unit handled over 1,250 complaints from citizens that alleged discriminatory treatment. The unit accepted 135 complaints for full investigation.

Equal Employment Opportunity/Affirmative Action Contract Enforcement

The city requires that every contractor, who enters a contractual agreement to do business with the city, be an equal opportunity employer. To this end, contractors and companies should engage in and carry out affirmative action programs to assist protected class persons to become successful participants in the work force.

Every contractor, who enters into a contract or agreement with the city to provide goods or services and whose aggregate contracts total \$50,000 or more during the proceeding twelve months, must develop and submit for review and approval by the Human Rights Department, their company's written affirmative action program.

Employment goals to address underutilization of women and minority workers are set for each construction project. The General Contractor for each project must make "good faith efforts" to achieve the utilization goals. The department also monitors supply/service contractors' "good faith efforts" to recruit, hire, promote and retain qualified women and minorities in all levels of employment.

Elimination And Prevention

In 2003, the Department of Human Rights will continue its outreach and education efforts. It will continue to engage in activities designed to prevent and eliminate prejudice, racism and discrimination, and acts of violence and bias. The dissemination of linguistically and culturally appropriate materials, hosting of workshops and the further implementation of the "Prejudice Isn't Welcome" campaign to educate citizens of the city on issues of prejudice, racism and discrimination will contribute to making our city safer for all its constituents.

The department will also implement marketing and outreach strategies to educate all our diverse communities on how to better access the services provided by the department. The following are marketing and outreach strategies for 2003:

- Giving the department greater visibility within community events by attending at least 100 community events, forums and/or meetings.
- Conduct a minimum of 10 public hearings to gather information on issues of discrimination and racism most relevant to community.
- Execute a department marketing and public relations campaign explaining how to access the services provided by the department.
- Work along with the Saint Paul Public Schools to eliminate prejudice, racism and discrimination in the schools by hosting 25 educational sessions at various schools in the District.
- Liaison with the business community to create employment opportunities for women and minorities

Hate/bias Response Plan

The Department of Human Rights and the Human Rights Commission developed a Hate/Bias Response Plan in 1998. The department and commission are currently working with community groups to implement the Plan to reduce hate/bias incidents and crimes in the city by creating a citywide network to counter hate/bias incidents by providing support and solidarity to victims of hate/bias incidents and to send a clear message that the community of Saint Paul will not tolerate expressions of hate or bias towards any member of the community.

The Fair Housing Project

The Department of Human Rights, the Human Rights Commission, the Minneapolis Civil Rights Office and the State Department of Human Rights in November 2000 joined efforts in creating, training and recruiting a pool of pair-testers to assist each office in surveying and monitoring problem rental properties, banks and lending institutions.

Please contact the Department of Human Rights at 651-266-8966 for information on participating in any of department educational, outreach or pair-testing programs.